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**TURNOVER INTENTION AMONG NEW GENERATION
RURAL MIGRANT WORKERS IN CHINA: THE ROLE
OF JOB EMBEDDEDNESS**

TANG MEIRUN



UUM
Universiti Utara Malaysia

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**TURNOVER INTENTION AMONG NEW GENERATION RURAL
MIGRANT WORKERS IN CHINA: THE ROLE OF JOB EMBEDDEDNESS**

By

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UUM
Universiti Utara Malaysia

Thesis Submitted to

**School of Business Management,
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ABSTRACT

The new generation rural migrant workers have played a significant role in China's economic development as these workers are a vital labor supply of China's industrial workers. Even so, a recent recruitment trend has revealed that most of these rural migrant workers demonstrate short-term employment and exhibit a high turnover rate which subsequently threatens the industrial labor supply as well as the social development in China. This study aims at addressing the turnover issue of the migrant workers in China by proposing an empirical research model aimed at reducing the turnover intention of these migrant workers. The proposing theoretical framework is underpinned by the triadic reciprocal of the social cognitive theory which suggests that interpersonal factors, along with elements of job embeddedness, influence one's turnover intention. Individuals who have high community embeddedness may strengthen the embeddedness into the organization and then mitigate their turnover intention. The model was tested by means of PLS-SEM using data that was collected from 379 new generation rural migrant workers in the manufacturing sector in Guizhou Province, China. The results indicated that organizational identification, remuneration, organization embeddedness, and community embeddedness are negatively related to turnover intention; while work overload was positively associated with turnover intention. Organization embeddedness has significant mediating effects on the relationships among the organizational identification, remuneration, and career adaptability on turnover intention; whereas community embeddedness has a significant moderating effect on the relationship between organization embeddedness and turnover intention. This study contributes to managers in the manufacturing industry and government policymakers in China to disseminate the potential discrimination on the new generation rural migrant workers and concern on their well-being to prevent high turnover intention.

Keywords: Turnover Intention; Job Embeddedness; New Generation Rural Migrant Workers; Manufacturing Sectors; China

ABSTRAK

Pekerja migran luar bandar generasi baharu memainkan peranan yang penting dalam pembangunan ekonomi China kerana mereka adalah bekalan buruh yang penting dalam sektor pekerja perindustrian di negara tersebut. Walau bagaimanapun, aliran pengambilan pekerja terkini mendedahkan bahawa kebanyakan pekerja migran luar bandar ini menunjukkan kadar berkerja dan kadar pusing ganti yang tinggi sehinggalah mengancam bekalan tenaga perindustrian serta pembangunan sosial di China. Kajian ini bertujuan untuk menangani isu pusing ganti pekerja migran di China dengan mencadangkan satu model penyelidikan empirik yang bertujuan untuk mengurangkan niat pusing ganti pekerja migran ini. Rangka kerja teori yang dicadangkan disokong oleh teori kognitif sosial timbal balik, yang mengatakan bahawa faktor peribadi berserta elemen pengukuhan pekerjaan, mempengaruhi niat pusing ganti. Individu yang mempunyai pengukuhan masyarakat yang tinggi boleh mengaplikasikan perkara ini ke dalam organisasi dan kemudian mengurangkan niat pusing ganti. Model ini diuji melalui penggunaan PLS-SEM yang mengaplikasikan data yang diperolehi daripada 379 pekerja migran luar bandar generasi baharu dalam sektor perkilangan di Provinsi Guizhou, China. Keputusan menunjukkan bahawa pengenalan organisasi, imbuhan, pengukuhan organisasi, dan pengukuhan komuniti dikaitkan secara negatif dengan niat pusing ganti, manakala beban kerja dikaitkan secara positif dengan niat pusing ganti. Pengukuhan organisasi mempunyai kesan pengantaraan yang signifikan ke atas hubungan antara identifikasi organisasi, imbuhan, dan penyesuaian kerjaya terhadap niat pusing ganti; manakala ketahanan masyarakat mempunyai kesan penyederhanaan yang signifikan terhadap hubungan antara pengukuhan organisasi dan niat pusing ganti. Kajian ini menyumbang kepada para pengurus dalam industri perkilangan dan pembuat dasar kerajaan di China untuk menghebahkan potensi diskriminasi kepada pekerja migran luar bandar generasi baharu dan kebimbangan terhadap kesejahteraan mereka bagi menghalang kadar niat pusing ganti yang tinggi.

Kata kunci: Niat pusing ganti; Pengukuhan Pekerjaan; Pekerja Migran Luar Bandar Generasi Baharu; Sektor Pembuatan; China

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LIST OF ABBREVIATIONS

TI	Turnover Intention
OID	Organizational Identification
REM	Remuneration
WO	Work Overload
CA	Career Adaptability
CACF	Career Adaptability Confidence
CACO	Career Adaptability Control
CACON	Career Adaptability Concern
CACU	Career Adaptability Curiosity
JE	Job Embeddedness
OE	Organization Embeddedness
OEF	Organization Embeddedness Fit
OEL	Organization Embeddedness Link
OES	Organization Embeddedness Sacrifice
CE	Community Embeddedness
CEF	Community Embeddedness Fit
CEL	Community Embeddedness Link
CES	Community Embeddedness Sacrifice
PLS-SEM	Partial Least Squares-Structural Equation Modeling Processes
SPSS	Statistical Package for Social Science
VIF	Variable Inflation Factor
GDP	Gross Domestic Product



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CHAPTER ONE

INTRODUCTION

1.1. Introduction

This section includes the background of the study, problem statement, research questions, research objectives, the significance of the study, the scope of the study, the conceptualization of variables, and the organization of the thesis.

1.2. Background of the Study

China has achieved rapid economic growth and momentum towards the centre stage of the world's economy since the implementation of Reform and Opening-up policy¹ in 1978. The total of China's Gross Domestic Product (GDP) has exceeded Japan and become the second-largest economy in the world since 2010 (He, 2014). According to the report of "World GDP Ranking 2018" from the World Bank, currently, the total of China's GDP has accounted for 14.9% of the global GDP in the year 2018.

The rapid economic growth of China was due to the fact of a microcosm of the urban-rural dual economic transformation and the further process of industrialization and urbanization (Jianwei, 2018; Liu, 2011). Labor force comparative advantage was among one of the critical factors that contributed to the rapid economic development in China, where a large number of labor shifts from agriculture to non-agriculture sectors (Jianwei, 2018; Perkins, 2012).

¹Reform and Opening-up policy refers to the program of economic reforms termed "Socialism with Chinese characteristics" in the People's Republic of China which was started in December 1978 by reformists within the Communist Party of China, led by Deng Xiaoping.

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APPENDIX

APPENDIX A: Questionnaire (English)





**Pusat Pengajian
Pengurusan Perniagaan
SCHOOL OF BUSINESS MANAGEMENT**
Universiti Utara Malaysia

Dear Respondent,

I am a PhD scholar at Universiti Utara Malaysia. I am conducting research on “Turnover intention among new generation rural migrant workers in China: the role of job embeddedness”. I request you to participate in this study by answering the attached questionnaire that will hardly take 20-30 minutes.

The questionnaire is anonymous, and your response will be used for the academic research purpose only. If you have any questions or concerns about the questionnaire or about participating in this study, you may contact me at mrtang@gzu.edu.cn; you can also request for research findings through the same email address.

Thanks for your cooperation.

Sincerely,

Tang Meirun, PhD (Management) Scholar, School of Business Management, Universiti Utara Malaysia, Sintok, 06010, Kedah Darul Aman, Malaysia; Cell # 00136156756; Mail: mrtang@gzu.edu.cn

Supervisor 1: Dr Jennie Soo Hooi Sin; PhD (Management); School of Business Management; Universiti Utara Malaysia; Sintok, 06010, Kedah Darul Aman, Malaysia; Mail: jennies@uum.edu.my

Supervisor 2: Dr Chuah Chin Wei; PhD (Management); School of Business Management; Universiti Utara Malaysia; Sintok, 06010, Kedah Darul Aman, Malaysia; Mail: francischuah@uum.edu.my

Note: The questionnaire is filled by the investigator; The respondents must meet the following conditions. □ □

- (1) Working by moving across towns and holding rural *hukou*;
- (2) Born after January 1, 1980;
- (3) Under college education qualification
- (4) Formal employment in business units

SECTION A:Demographic information

The following information is strictly confidential and will only be used for research purpose. I will be grateful if you could kindly fill the required information. Please read the following statements and **TICK (✓)** in the box.

1. **Gender:** (1) Male (2) Female
2. **Household registration:**(1)Rural (2) Urban
3. **Marital status:**
(1) Married (2) Single(3)Divorced/ Widow
4. **Age group:**
(1) Below 16 (2) 16-26(3)27- 37 (4) 38-50(5)Above 50
5. **Level of education:**
(1)Primary school (2) Secondary school
(3)High school (4) College and above
6. **Tenure (current job):**Universiti Utara Malaysia
(1)Less than 1-year (2) 1 - 2 years (3) 2-5 years (4)more than 5 years
7. **Current income (RMB):**
(1) 1000 – 1999 (2)2000 – 2999(3) More than 3000
8. **Job Quitting Times:**
(1) 0 (2)1 (3)2 (4) 3 and more than 3

SECTION B: Organizational Identification, Remuneration, Work Overload, Career Adaptability, Job Embeddedness, and Turnover Intention

Please read the following statements and **TICK (✓)** the response that closely represents your opinion. The statements are anchored on the following 7-point Likert Scale. To what extent do you agree with the following statement?

Organizational Identification	Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	Strongly Agree
When someone criticizes my firm, it feels like a personal insult	1	2	3	4	5	6	7
I am very interested in what others think about my firm	1	2	3	4	5	6	7
When I talk about my firm, I usually say 'we' rather than 'they'	1	2	3	4	5	6	7
The firm successes are my successes	1	2	3	4	5	6	7
When someone praises this firm, it feels like a personal compliment	1	2	3	4	5	6	7
If a story in the media criticized my firm, I would feel embarrassed	1	2	3	4	5	6	7
Remuneration	Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	Strongly Agree
My present salary is satisfactory	1	2	3	4	5	6	7
Upgrading of the pay scales at this firm is needed (RS)	1	2	3	4	5	6	7
Salaries at other firms are better than salaries at this firm(RS)	1	2	3	4	5	6	7
The benefits package at this firm is satisfactory to me	1	2	3	4	5	6	7
Work Overload	Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	Strongly Agree
I have enough time to get everything done in my job (RS)	1	2	3	4	5	6	7
My workload is not heavy on my job (RS)	1	2	3	4	5	6	7
I have to work very hard in my job	1	2	3	4	5	6	7
I have to work very fast in my job	1	2	3	4	5	6	7
Career Adaptability	Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	Strongly Agree
Concern							
I am always thinking about what the future of my career will be like	1	2	3	4	5	6	7
I realize that today's career choices would shape my future	1	2	3	4	5	6	7
I am preparing for the future of my career	1	2	3	4	5	6	7
I am becoming aware of the educational and vocational choices that I must make	1	2	3	4	5	6	7
I am planning how to achieve the goals of my career	1	2	3	4	5	6	7

I am concerned about my career	1	2	3	4	5	6	7
Control							
In my job, I can keep upbeat	1	2	3	4	5	6	7
In my job, I can make decisions by myself	1	2	3	4	5	6	7
In my job, I can take responsibility for my actions	1	2	3	4	5	6	7
In my job, I can stick up for my beliefs	1	2	3	4	5	6	7
In my job, I can count on myself	1	2	3	4	5	6	7
In my job, I am always doing what's right for myself	1	2	3	4	5	6	7
Curiosity							
In my job, I like to explore my surroundings	1	2	3	4	5	6	7
I am always looking for opportunities to grow as a person	1	2	3	4	5	6	7
In my job, I will investigate options before making a choice	1	2	3	4	5	6	7
In my job, I will observe different ways of doing things	1	2	3	4	5	6	7
In my job, I like probing deeply into questions I have	1	2	3	4	5	6	7
In my job, I am becoming curious about new opportunities	1	2	3	4	5	6	7
Confidence							
In my job, I can perform tasks efficiently	1	2	3	4	5	6	7
In my job, I can take care to do things well	1	2	3	4	5	6	7
In my job, I like learning new skills	1	2	3	4	5	6	7
In my job, I always work up to my ability	1	2	3	4	5	6	7
In my job, I can overcome obstacles very well	1	2	3	4	5	6	7
In my job, I can solve problems very well	1	2	3	4	5	6	7
Organization Embeddedness	Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	Strongly Agree
Fit to organization							
I feel good about my professional growth and development in this firm	1	2	3	4	5	6	7
I feel like I am a good match with this firm	1	2	3	4	5	6	7
I feel personally valued by this firm	1	2	3	4	5	6	7
I like my work schedule (e.g., flextime, shift) in this firm	1	2	3	4	5	6	7
I fit with this firm's culture	1	2	3	4	5	6	7
I like the authority and responsibility I have at this firm	1	2	3	4	5	6	7
My job utilizes my skills and talents well	1	2	3	4	5	6	7
Links to organization							
How many coworkers I interact with regularly?	0 Person	1-2 Person	3-4 Person	5-6 Person	7-8 Person	9-10 Person	More than 10 Person

How many coworkers are highly dependent on me?	0 Person	1-2 Person	3-4 Person	5-6 Person	7-8 Person	9-10 Person	More than 10 Person	
How long am I have been worked in present firm?	Less than 1 Month	1-3 Month	4-6 Month	7-12 Months	1-2 Years	2-3 Year	3 Year and More than 3 Years	
How long am I have been worked in current industry?	Less than 1 Month	1-3 Month	4-6 Month	7-12 Months	1-2 Years	2-3 Year	3 Year and More than 3 Years	
This firm provides opportunities and platform for me to contact with the outside world	1	2	3	4	5	6	7	
Sacrifice to organization								
I have a lot of freedom on this job to decide how to pursue my goals	1	2	3	4	5	6	7	
I believe the prospects for continuing employment with this firm are excellent	1	2	3	4	5	6	7	
The perks on this job are outstanding	1	2	3	4	5	6	7	
I will sacrifice a lot if I leave this job	1	2	3	4	5	6	7	
I feel that people at work respect me a great deal	1	2	3	4	5	6	7	
Community Embeddedness	Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	Strongly Agree	
Fit to community								
I really love the place where I live	1	2	3	4	5	6	7	
The weather where I live is suitable for me	1	2	3	4	5	6	7	
The accommodation I live now is excellent for me	1	2	3	4	5	6	7	
The place where I live offers the leisure activities that I like (e.g. sports, outdoors, cultural, arts)	1	2	3	4	5	6	7	
I think the place where I live like my own home	1	2	3	4	5	6	7	
This place I live in is a good match for me	1	2	3	4	5	6	7	
Links to community								
Am I currently married?	Yes: How far my spouse works/lives near me?	Coastal city	Inland city	Other city of Guizhou	Same city, >30 Km	Same city, 15-30 Km	Same city <15 Km	Same firm
	Not: Is it easy to find a marriage opportunity in the place where I live now?	1	2	3	4	5	6	7
How many of my close friends live nearby?	0 Person	1 Person	2 Person	3 Person	4 Person	5 Person	More than 6 Person	

How many of my family members live nearby?	0 Person	1 Person	2 Person	3 Person	4 Person	5 Person	More than 6 Person
How far my own house with me?	I don't have	At Other city >180Km	At Other city 90-180 Km	At other city 30-90 Km	At same city, >30 Km	At same city 10-30 Km	At same city <10 Km
Sacrifice to community							
Living outside countryside helps me acquire more knowledge and skills than staying in my countryside	1	2	3	4	5	6	7
It is not suitable to live and work in my countryside anymore	1	2	3	4	5	6	7
It is tough to leave the place where I live now	1	2	3	4	5	6	7
I share the same social benefits (e.g. medical care, pension benefits) from the government in my living city as local people	1	2	3	4	5	6	7
Turnover Intention	Strongly Disagree	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree	Strongly Agree
I am not thinking about quitting my job at the present time (RS)	1	2	3	4	5	6	7
I do not intend to quit my job (RS)	1	2	3	4	5	6	7
At the present time, I am actively searching for another job in a different organization	1	2	3	4	5	6	7
I will probably look for a new job in the near future	1	2	3	4	5	6	7
It is unlikely that I will actively look for a different organization to work for in the next year (RS)	1	2	3	4	5	6	7

THANK YOU VERY MUCH FOR YOUR TIME AND EFFORT, IT IS GREATLY APPRECIATED.

APPENDIX B: Questionnaire (Chinese)





**Pusat Pengajian
Pengurusan Perniagaan**
SCHOOL OF BUSINESS MANAGEMENT

Universiti Utara Malaysia

尊敬的女士 / 先生： . . .

您好！这是一份关于新生代农民工的学术研究调查问卷，旨在了解新生代农民工的薪酬，工作负荷，组织认同，职业适应能力和工作嵌入对离职意向的影响

问卷答案没有对错之分，您只需要在每道题目后的数字中选择您最认可的选项即可。问卷采用不涉及任何个人隐私，所有资料仅供学术研究之用，回收的问卷全部统一保密。为了保证研究结果的科学可靠性，希望您仔细阅读每个问题并认真回答。感谢您热情的参与和支持！ . . .

祝：工作顺利！身体健康！ . . .

新生代农民工研究课题组：

主持人：汤美润, 马来西亚北方大学商学院在读博士, 贵州大学管理学院讲师；

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(Sintok); email:francischuah@uum.edu.my

注意：本问卷由调查员填写，调查对象必须同时满足以下 4 个条件。 . . .

- (1) 跨县（区）域流动的农村户籍人员； (2) 1980 年 1 月 1 日后出生；
- (3) 大专学历下的打工者； (4) 在企业单位正式就业者； .

第一部分 人口变量信息

以下是关于您个人及工作单位的基本信息，请阅读以下信息，并在相应的打✓。
☐ 下的信息只用于学术研究。非常感谢您对我题组提供的信息。

性别	<input type="checkbox"/> 男 <input type="checkbox"/> 女
户籍	<input type="checkbox"/> 农村 <input type="checkbox"/> 城镇
婚姻状况	<input type="checkbox"/> 已婚 <input type="checkbox"/> 未婚 <input type="checkbox"/> 离婚或丧偶
年龄	<input type="checkbox"/> 16 周岁以下 <input type="checkbox"/> 16-26 <input type="checkbox"/> 27-37 <input type="checkbox"/> 38-50 <input type="checkbox"/> 大于 50
学历	<input type="checkbox"/> 小学 <input type="checkbox"/> 初中 <input type="checkbox"/> 高中 <input type="checkbox"/> 中专 <input type="checkbox"/> 大专及以上
工龄累计	<input type="checkbox"/> 小于 1 年 <input type="checkbox"/> 1-2 年 <input type="checkbox"/> 2-5 年 <input type="checkbox"/> 5 年以上
月收入	<input type="checkbox"/> 1000 元 - 1999 元 <input type="checkbox"/> 2000 元 - 2999 元 <input type="checkbox"/> 3000 元以上
离职次数	<input type="checkbox"/> 0 次 <input type="checkbox"/> 1 次 <input type="checkbox"/> 2 次 <input type="checkbox"/> 3 次及以上

第二部分

以下是关于“薪酬，工作载荷，组织认同，职业适应，组织嵌入，社区嵌入，离职意向”的信息。请阅读以下信息，并在相应的地方打✓。以下的信息只用于学术研究。非常感谢您对我课题组提供的信息。

组织认同	非常不同意	不同意	有点不同意	既不同意，也不反对	有点同意	同意	非常同意
当别人批评这家工厂时，感觉就像自己被侮辱一样	1	2	3	4	5	6	7
我很在意别人对这家工厂的想法	1	2	3	4	5	6	7
我经常用“我们”而不是“他们”来称呼我现在的工厂	1	2	3	4	5	6	7
工厂取得的成功就像我自己获得的一样	1	2	3	4	5	6	7
当有人赞扬这家工厂时，觉得就像在赞美我自己一样	1	2	3	4	5	6	7
当工厂出丑闻时，我会感到很难过	1	2	3	4	5	6	7
工资及福利	非常不同意	不同意	有点不同意	既不同意，也不反对	有点同意	同意	非常同意
我满意这家工厂开的工资	1	2	3	4	5	6	7
这家工厂应该上涨工资(RS)	1	2	3	4	5	6	7
其它工厂开的工资比这家工厂的高(RS)	1	2	3	4	5	6	7
我很满意这家工厂提供的除工资以外的福利待遇	1	2	3	4	5	6	7
工作负荷	非常不同意	不同意	有点不同意	既不同意，也不反对	有点同意	同意	非常同意
我有足够的时间完成所有工作(RS)	1	2	3	4	5	6	7
我的工作量很轻(RS)	1	2	3	4	5	6	7
我工作时必须非常努力	1	2	3	4	5	6	7
我工作时必须非常快	1	2	3	4	5	6	7
职业适应能力	非常不同意	不同意	有点不同意	既不同意，也不反对	有点同意	同意	非常同意
关注							
我经常思考我未来的职业生涯	1	2	3	4	5	6	7
我意识到，今天我的职业选择将影响我未来的人生	1	2	3	4	5	6	7
我已经在为未来的职业规划做准备	1	2	3	4	5	6	7

我越来越觉得，应该对我现在的教育和职业选择进行决定	1	2	3	4	5	6	7
我已经在计划如何实现我的职业目标	1	2	3	4	5	6	7
我很关心我的职业发展	1	2	3	4	5	6	7
控制力							
工作上，我能保持乐观	1	2	3	4	5	6	7
工作上，我能自己做决定	1	2	3	4	5	6	7
工作上，我能为自己的行为负责	1	2	3	4	5	6	7
工作时，我能坚持自己的信念	1	2	3	4	5	6	7
工作上的事，我都依靠自己	1	2	3	4	5	6	7
工作上，我能正确做事并保证工作顺利地完成	1	2	3	4	5	6	7
好奇心							
在我的工作中，我喜欢探索周围的环境	1	2	3	4	5	6	7
我一直都在寻找机会成为成功的人	1	2	3	4	5	6	7
在我的工作中，我会在做出选择之前调查各种选择方案	1	2	3	4	5	6	7
在我的工作中，我将观察不同的做事方式	1	2	3	4	5	6	7
在我的工作中，我喜欢深入探究我的问题	1	2	3	4	5	6	7
在我的工作中，我对新的机会感到好奇	1	2	3	4	5	6	7
自信							
在我的工作中，我可以有效地执行任务	1	2	3	4	5	6	7
在我的工作中，我可以把事情做好	1	2	3	4	5	6	7
在我的工作中，我喜欢学习新技能	1	2	3	4	5	6	7
在我的工作中，我总是努力工作	1	2	3	4	5	6	7
在我的工作中，我可以很好地克服障碍	1	2	3	4	5	6	7
在我的工作中，我可以很好地解决问题	1	2	3	4	5	6	7
组织嵌入	非常不同意	不同意	有点不同意	既不同意，也不反对	有点同意	同意	非常同意
组织匹配							
我对自己在这家公司的专业成长和发展感到很满意	1	2	3	4	5	6	7
我觉得我很适合这家工厂	1	2	3	4	5	6	7
我觉得这家工厂很重视我	1	2	3	4	5	6	7
我喜欢我的工作时间表（例如，弹性时间，班次）	1	2	3	4	5	6	7
我适合这家工厂的文化	1	2	3	4	5	6	7
我喜欢我在这家工厂的权力和责任	1	2	3	4	5	6	7

我的工作很好地利用了我的技能和才能	1	2	3	4	5	6	7	
组织链接								
我与多少个同事经常打交道?	0 个	1-2 个	3-4 个	5-6 个	7-8 个	9-10 个	超过 10 个	
有几个同事高度依赖我	0 个	1-2 个	3-4 个	5-6 个	7-8 个	9-10 个	超过 10 个	
我在目前这家工厂工作多久了?	少于 1 个月	1-3 月	4-6 月	7-12 月	1-2 年	2-3 年	3 年及以上	
我在这个行业工作了多长时间?	少于 1 个月	1-3 月	4-6 月	7-12 月	1-2 年	2-3 年	3 年及以上	
该工厂为我提供与外界联系的机会和平台	1	2	3	4	5	6	7	
组织牺牲								
这份工作给我很多自由来决定如何追求我的目标	1	2	3	4	5	6	7	
我相信在这家工厂继续打工是非常有前景好的	1	2	3	4	5	6	7	
这份工作的福利是非常不错的	1	2	3	4	5	6	7	
如果辞掉这份工作, 我会损失很大	1	2	3	4	5	6	7	
在工作上, 我的同事很尊重我	1	2	3	4	5	6	7	
社区嵌入	非常不同意	不同意	有点不同意	既不同意, 也不反对	有点同意	同意	非常同意	
社区适合								
我真的很喜欢我现在住的地方	1	2	3	4	5	6	7	
我现在居住地的天气很适合我	1	2	3	4	5	6	7	
我的住宿条件很好	1	2	3	4	5	6	7	
我居住的社区提供我喜欢的休闲活动 (例如体育, 户外, 文化, 艺术)	1	2	3	4	5	6	7	
我现在居住的地方就像我自己的家一样	1	2	3	4	5	6	7	
我很适应现在居住的地方	1	2	3	4	5	6	7	
社区链接								
你目前结婚了吗?	我已经结婚了。我爱人工作/居住的地方离我有多远?	沿海城市	内陆城市	贵州省内其它城市	同一个城市 >30 Km	同一个城市 15-30 Km	同一个城市 <15 Km	在同一家工厂打/住一起
	我还没有结婚, 但是在我现在居住的地方很容易找到结婚的机会	1	2	3	4	5	6	7
我有多少好朋友住在附近?	0 个	1 个	2 个	3 个	4 个	5 个	超过 6 个	
我家有多少人住在附近?	0 个	1 个	2 个	3 个	4 个	5 个	超过 6 个	

我自己的房子离我有多远?	我没有	在其它城市 >180Km	在其它城市 90-180 Km	在其它城市 30-90 Km	在同一城市 >30 Km	在同一城市 10-30Km	在同一城市 <10 Km
社区牺牲							
在外面生活比家乡更能增长见识和才干（反向答题）	1	2	3	4	5	6	7
现在感觉老家的生活和工作已经不太适合我了（反向答题）	1	2	3	4	5	6	7
离开现在生活的地方是非常困难的事情	1	2	3	4	5	6	7
我享有与本地城里人相同的社会福利（如医疗、养老保险等）	1	2	3	4	5	6	7
离职意愿	非常不同意	不同意	有点不同意	既不同意，也不反对	有点同意	同意	非常同意
现在，我并没有考虑辞职（反向答题）	1	2	3	4	5	6	7
我并不打算辞掉现在的工作（反向答题）	1	2	3	4	5	6	7
目前，我正在从其它公司打听新工作	1	2	3	4	5	6	7
我很有可能会在最近寻找一份新工作	1	2	3	4	5	6	7
我不可能在明年寻找一家新公司去打工（反向答题）	1	2	3	4	5	6	7

再次感谢您热情的参与和支持! □□

APPENDIXC: Common Method Variance Bias



Total Variance Explained

Factor	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	19.879	28.810	28.810	19.186	27.805	27.805
2	8.438	12.229	41.040			
3	4.214	6.107	47.147			
4	3.781	5.480	52.627			
5	2.524	3.658	56.285			
6	2.409	3.492	59.777			
7	2.107	3.054	62.831			
8	1.978	2.867	65.698			
9	1.677	2.431	68.129			
10	1.579	2.288	70.417			
11	1.362	1.974	72.390			
12	1.252	1.815	74.205			
13	1.033	1.498	75.703			
14	.909	1.317	77.020			
15	.792	1.148	78.168			
16	.725	1.051	79.219			
17	.666	.965	80.183			
18	.646	.937	81.120			
19	.575	.834	81.954			
20	.533	.773	82.727			
21	.502	.727	83.454			
22	.482	.698	84.152			
23	.475	.688	84.840			
24	.449	.651	85.491			
25	.429	.622	86.113			
26	.426	.617	86.731			
27	.399	.578	87.309			
28	.391	.567	87.876			

29	.380	.550	88.426		
30	.375	.544	88.970		
31	.361	.522	89.493		
32	.341	.495	89.987		
33	.339	.491	90.478		
34	.324	.469	90.947		
35	.310	.449	91.396		
36	.304	.440	91.836		
37	.281	.407	92.244		
38	.280	.405	92.649		
39	.268	.389	93.037		
40	.257	.372	93.409		
41	.249	.361	93.770		
42	.243	.352	94.122		
43	.235	.340	94.462		
44	.234	.339	94.801		
45	.219	.317	95.118		
46	.213	.309	95.427		
47	.208	.302	95.728		
48	.201	.291	96.019		
49	.191	.276	96.295		
50	.179	.260	96.555		
51	.174	.252	96.807		
52	.172	.249	97.056		
53	.162	.235	97.291		
54	.160	.232	97.522		
55	.151	.219	97.741		
56	.148	.214	97.955		
57	.143	.207	98.163		
58	.133	.193	98.356		
59	.132	.191	98.547		

60	.129	.186	98.733		
61	.121	.175	98.908		
62	.116	.168	99.076		
63	.109	.157	99.233		
64	.105	.153	99.386		
65	.100	.144	99.530		
66	.091	.132	99.662		
67	.085	.123	99.785		
68	.078	.114	99.898		
69	.070	.102	100.000		

Extraction Method: Principal Axis Factoring.



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